



# SUBSTITUTE ORDINANCE NO. 28597

1 AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of the  
 2 Tacoma Municipal Code to implement rates of pay and compensation for  
 3 employees represented by the International Brotherhood of Electrical  
 4 Workers (IBEW), Local 483, Human Resources Unit, and the IBEW,  
 5 Local 483, Water Division Unit; and declaring the effective dates thereof.

6 BE IT ORDAINED BY THE CITY OF TACOMA:

7 Section 1. That Section 1.12.355 of the Tacoma Municipal Code is hereby  
 8 amended, effective January 1, 2020, to read as follows:

Code	A	Job Title	1	2	3	4	5
1115		Human Resources Analyst	<u>34.03</u>	<u>35.74</u>	<u>37.52</u>	<u>39.40</u>	<u>41.37</u>
1106		Human Resources Assistant	<u>22.21</u>	<u>23.32</u>	<u>24.50</u>	<u>25.72</u>	<u>27.00</u>
1114		Human Resources Specialist	<u>28.93</u>	<u>30.37</u>	<u>31.89</u>	<u>33.48</u>	<u>35.15</u>

Code	A	Job Title	1	2	3	4	5
1115		Human Resources Analyst	<u>35.05</u>	<u>36.81</u>	<u>38.65</u>	<u>40.58</u>	<u>42.61</u>
1106		Human Resources Assistant	<u>22.88</u>	<u>24.02</u>	<u>25.24</u>	<u>26.49</u>	<u>27.81</u>
1114		Human Resources Specialist	<u>29.80</u>	<u>31.28</u>	<u>32.85</u>	<u>34.48</u>	<u>36.20</u>

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Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2019, to read as follows:

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Code	A	Job Title	1	2	3	4	5
1999		Water Quality Specialist	<del>32.30</del>	<del>33.91</del>	<del>35.60</del>	<del>37.38</del>	<del>39.25</del>
2155		Watershed Inspector	<del>32.30</del>	<del>33.91</del>	<del>35.60</del>	<del>37.38</del>	<del>39.25</del>
5060		Water Utility Worker	<del>25.50</del>	<del>26.77</del>			
5061		Water Service Worker	<del>32.33</del>	<del>33.78</del>			
5065		Water Service Supervisor	<del>45.06</del>				
5070		Water Pumps & Storage Supervisor	<del>45.06</del>				
5108		Water Plant Maintenance Worker	<del>34.17</del>	<del>35.71</del>			
5109		Water Control Station Operator	<del>38.63</del>				
5110		Water Treatment Plant Supervisor	<del>45.06</del>				
5112		Water Treatment Plant Operator	<del>40.32</del>				
5225		Water Meter Repair Worker	<del>32.33</del>	<del>33.78</del>			
5226		Water Meter Repair Worker, Lead	<del>38.85</del>				
5305		Water Service Mechanic	<del>36.67</del>	<del>38.51</del>			

Code	A	Job Title	1	2	3	4	5
1999		Water Quality Specialist	<u>33.26</u>	<u>34.92</u>	<u>36.67</u>	<u>38.50</u>	<u>40.43</u>
2155		Watershed Inspector	<u>33.26</u>	<u>34.92</u>	<u>36.67</u>	<u>38.50</u>	<u>40.43</u>
5060		Water Utility Worker	<u>26.26</u>	<u>27.57</u>			
5061		Water Service Worker	<u>33.29</u>	<u>34.79</u>			
5065		Water Service Supervisor	<u>46.41</u>				
5070		Water Pumps & Storage Supervisor	<u>46.41</u>				
5108		Water Plant Maintenance Worker	<u>35.20</u>	<u>36.78</u>			
5109		Water Control Station Operator	<u>39.79</u>				
5110		Water Treatment Plant Supervisor	<u>46.41</u>				
5112		Water Treatment Plant Operator	<u>41.53</u>				
5225		Water Meter Repair Worker	<u>33.29</u>	<u>34.79</u>			
5226		Water Meter Repair Worker, Lead	<u>40.01</u>				
5305		Water Service Mechanic	<u>37.77</u>				



Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2020, to read as follows:

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Code	A	Job Title	1	2	3	4	5
1999		Water Quality Specialist	33.26	34.92	36.67	38.50	40.43
2155		Watershed Inspector	33.26	34.92	36.67	38.50	40.43
5060		Water Utility Worker	26.26	27.57			
5061		Water Service Worker	33.29	34.79			
5065		Water Service Supervisor	46.41				
5070		Water Pumps & Storage Supervisor	46.41				
5108		Water Plant Maintenance Worker	35.20	36.78			
5109		Water Control Station Operator	39.79				
5110		Water Treatment Plant Supervisor	46.41				
5112		Water Treatment Plant Operator	41.53				
5225		Water Meter Repair Worker	33.29	34.79			
5226		Water Meter Repair Worker, Lead	40.01				
5305		Water Service Mechanic	37.77				

Code	A	Job Title	1	2	3	4	5
1999		Water Quality Specialist	34.26	35.97	37.77	39.66	41.64
2155		Watershed Inspector	34.26	35.97	37.77	39.66	41.64
5060		Water Utility Worker	27.05	28.40			
5061		Water Service Worker	34.29	35.83			
5065		Water Service Supervisor	47.80				
5070		Water Pumps & Storage Supervisor	47.80				
5108		Water Plant Maintenance Worker	36.26	37.88			
5109		Water Control Station Operator	40.98				
5110		Water Treatment Plant Supervisor	47.80				
5112		Water Treatment Plant Operator	42.78				
5225		Water Meter Repair Worker	34.29	35.83			
5226		Water Meter Repair Worker, Lead	41.20				
5305		Water Service Mechanic	38.90				



Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2021, to read as follows:

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Code	A	Job Title	1	2	3	4	5
1999		Water Quality Specialist	34.26	35.97	37.77	39.66	41.64
2155		Watershed Inspector	34.26	35.97	37.77	39.66	41.64
5060		Water Utility Worker	27.05	28.40			
5061		Water Service Worker	34.29	35.83			
5065		Water Service Supervisor	47.80				
5070		Water Pumps & Storage Supervisor	47.80				
5108		Water Plant Maintenance Worker	36.26	37.88			
5109		Water Control Station Operator	40.98				
5110		Water Treatment Plant Supervisor	47.80				
5112		Water Treatment Plant Operator	42.78				
5225		Water Meter Repair Worker	34.29	35.83			
5226		Water Meter Repair Worker, Lead	41.20				
5305		Water Service Mechanic	38.90				

Code	A	Job Title	1	2	3	4	5
1999		Water Quality Specialist	35.11	36.87	38.71	40.65	42.68
2155		Watershed Inspector	35.11	36.87	38.71	40.65	42.68
5060		Water Utility Worker	27.72	29.11			
5061		Water Service Worker	35.31	36.90			
5065		Water Service Supervisor	49.00				
5070		Water Pumps & Storage Supervisor	49.00				
5108		Water Plant Maintenance Worker	37.17	38.83			
5109		Water Control Station Operator	42.00				
5110		Water Treatment Plant Supervisor	49.00				
5112		Water Treatment Plant Operator	43.85				
5225		Water Meter Repair Worker	35.31	36.90			
5226		Water Meter Repair Worker, Lead	42.44				
5305		Water Service Mechanic	39.87				



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Section 5. That Sections 1 and 3 are effective January 1, 2020. That  
Section 2 is effective retroactive to January 1, 2019. That Section 4 is effective  
January 1, 2021.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

\_\_\_\_\_  
City Attorney